

2011 HR Vision



Next Steps

- HR Operating Plan for 2009 to be developed
 - Building plans specific to areas of focus
 - Determine priorities and trade-off decisions
 - Each HR leader will share more

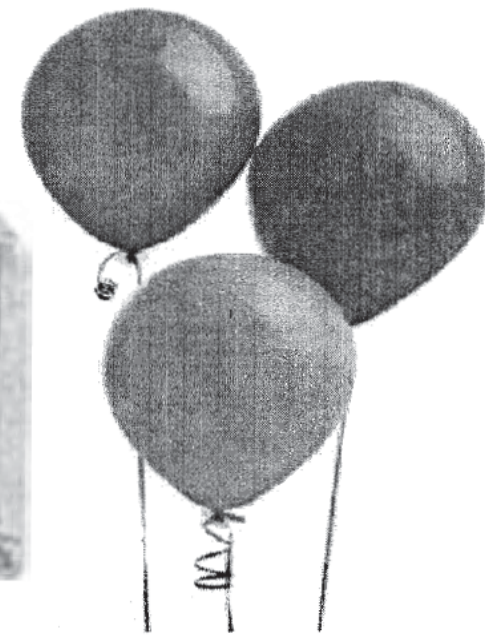
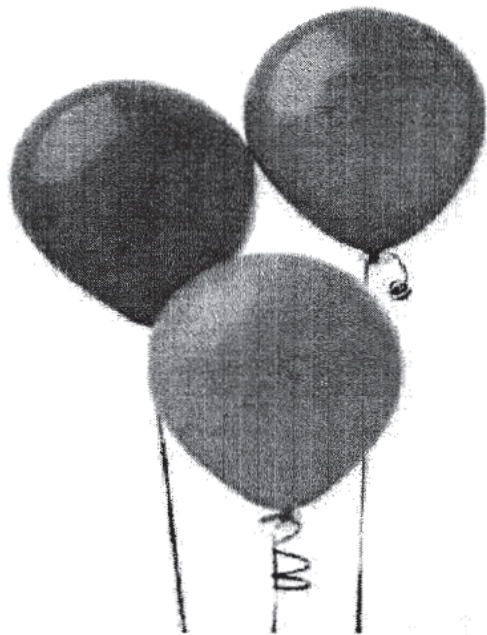
Doug Mack

Photoshop Express



Service Awards for Q4

- | | | |
|---------------------------|----------|----------|
| ▪ Joanne Pires | San Jose | 5 years |
| ▪ Anne Storer | San Jose | 10 years |
| ▪ Karen Prince | San Jose | 10 years |
| ▪ Rosemary Arriada-Keiper | San Jose | 10 years |



HR Excellence Award

For outstanding teamwork on Leading the
Global Engagement:

Melissa Daimler

Laura Mills

Lisa America



Global Engagement Survey Team – Special Thanks!

- Jack Gilmore
- Rajesh Rai
- Karen Prince
- Nancy Fontes
- Michelle Smith
- Chris Veilleux
- Barbara Dawson
- Angela Volfer
- Jocelyn Vosburgh
- Guy Worrell



Adobe

EXHIBIT 5

HR Strategic Plan 2010 – 2013

Donna Morris
SVP, Human Resources



Adobe Employee Strategic Objectives

Recognized as a dynamic and agile global organization with exceptional employees who are rewarded based on their embodiment of our values and their contribution to success of the business

Core Values

Talent
Management

Total Rewards

Organizational
Growth and
Development

Performance Management

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HR Strategic Imperatives and Success Attributes

Focus Area	Strategic Imperative	Key Success Attributes
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Key Workforce Trends

Trends

Organizational Shifts

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Key Shifts by Strategic Priority

Strategic Priority	Key Shifts

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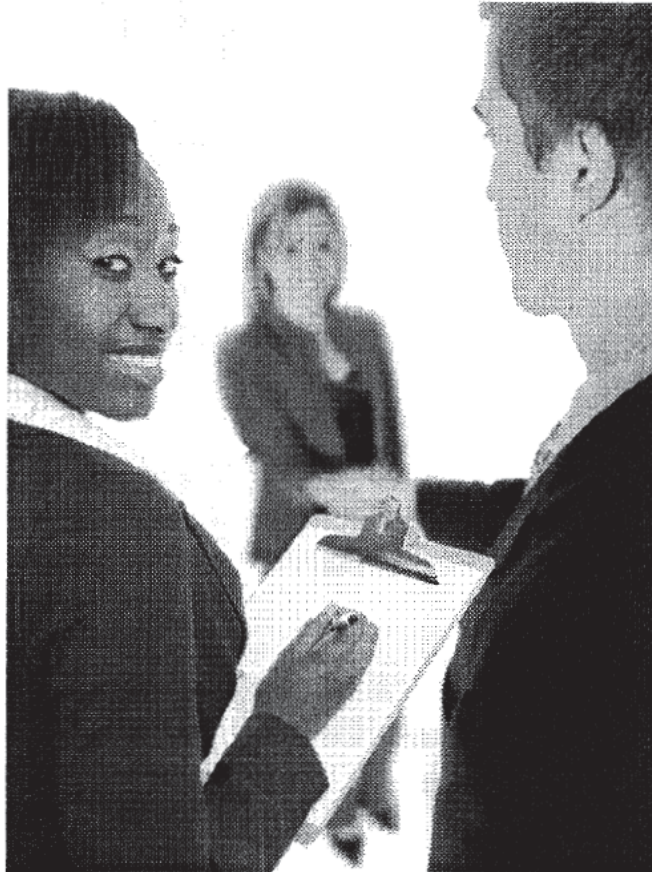
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Talent Acquisition Philosophy



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Talent Acquisition Strategic Success



Current

Future



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